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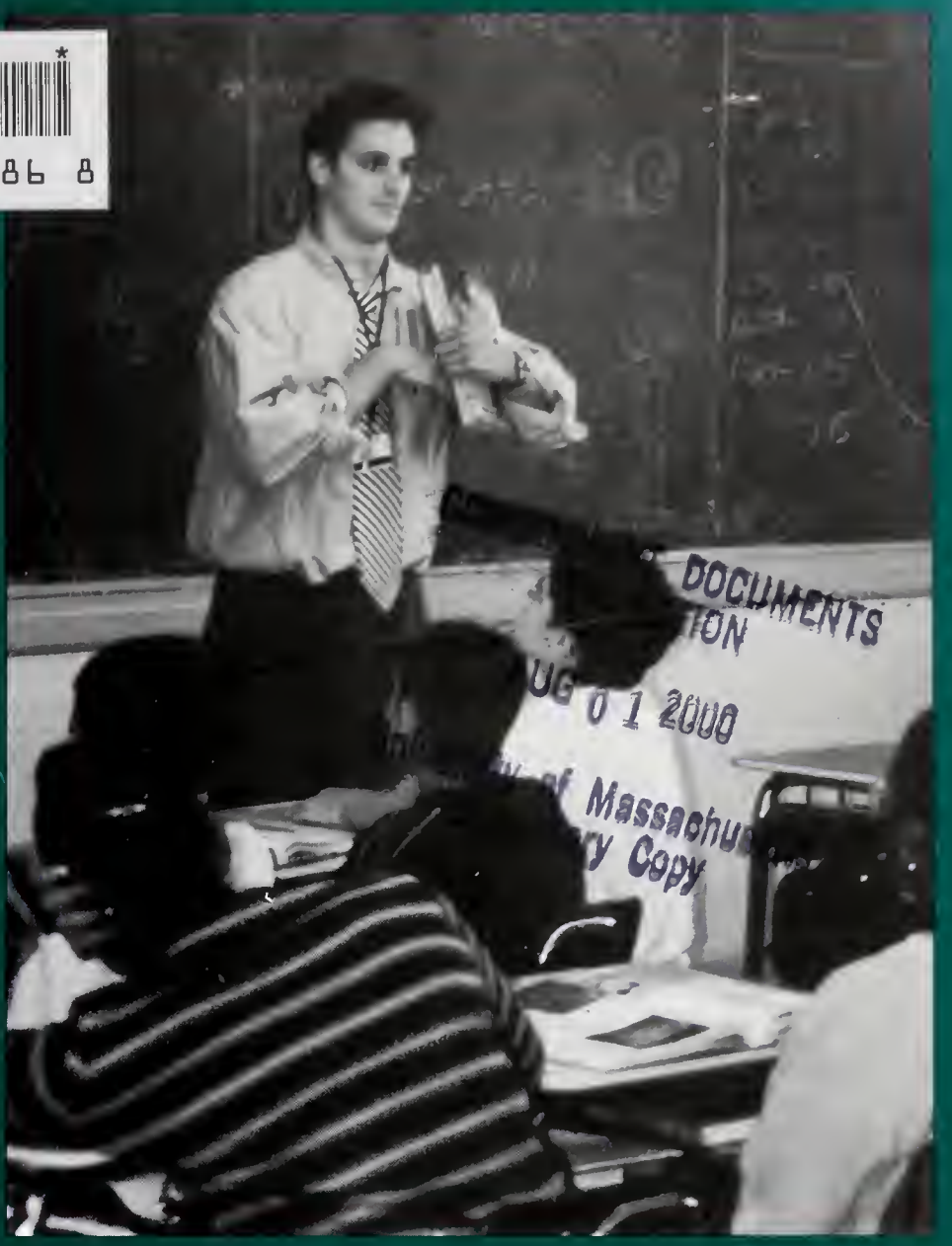


The Massachusetts Signing Bonus Program for New Teachers 2000

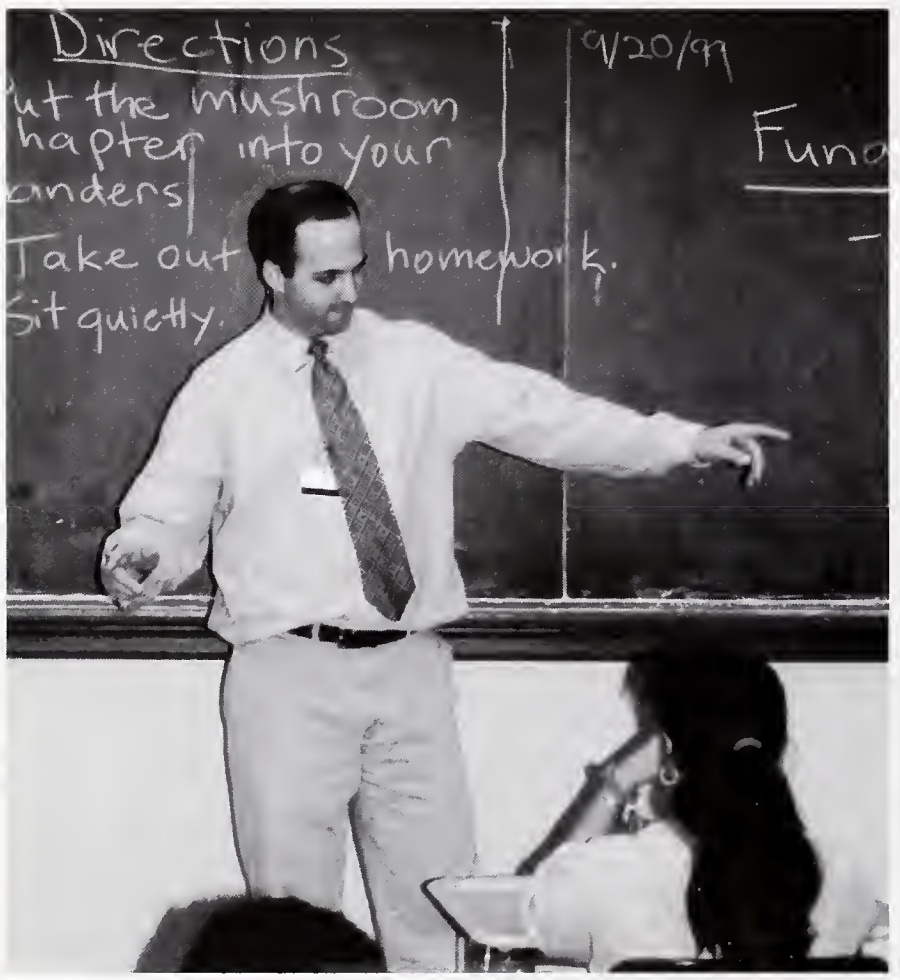
Massachusetts Department of Education

"We help children learn."

The Commonwealth of Massachusetts
Department of Education
www.doe.mass.edu

The Commonwealth of Massachusetts is looking for outstanding individuals from all academic and professional backgrounds to teach in our public schools.

Could This Be You?



Nick Finkelstein, Bonus Recipient

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Cover: Patrick Colonna, Bonus Recipient

Application Deadline February 2, 2000

The Commonwealth of Massachusetts
Department of Education
350 Main Street, Malden, Massachusetts 02148

GOVERNMENT DOCUMENTS COLLECTION
AUG 0 1 2000
University of Massachusetts
Depository Copy

October, 1999

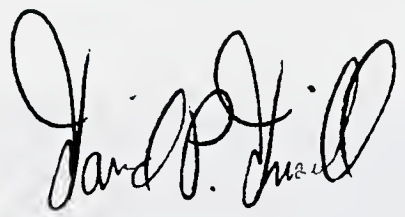
Dear Friends,

Massachusetts public schools are committed to hiring outstanding individuals to teach our children. In the next 10 years, however, fifty percent of the teaching force in this country will retire, and student enrollments will rise, leaving many school districts with teacher shortages in key subject areas. Massachusetts is meeting this challenge by, among other things, providing incentives to bring new people into the teaching profession. We are the only state in the nation to offer new teachers a signing bonus as part of our incentives to attract new teachers.

This spring, the Massachusetts Department of Education will select up to 125 outstanding individuals to teach in our public schools as part of the Massachusetts Signing Bonus Program for New Teachers. This select group of new teachers, along with a new Master Teacher Corps of veteran teachers, will support our continuing efforts to build an outstanding teaching force. This initiative was made possible by the enactment of the comprehensive "12 to 62" plan to enhance future teaching quality, Chapter 260 of the Acts of 1998, signed into law with strong support from our Massachusetts state government leaders.

The recipients of the Massachusetts Signing Bonus will be highly talented and motivated individuals, who are committed to public education and eager to work in Massachusetts. We are looking for individuals who demonstrate high academic achievement, including logical thinking and clear written expression, who have fulfilled serious responsibilities, who care about children, and who possess the character, motivation, and potential necessary to be successful teachers. If this is you, I hope you will join us as a teacher in our public schools in our partnership to strengthen student achievement.

Sincerely,



David P. Driscoll
Commissioner of Education

Awards & Scholarships

Signing Bonus Recipient in Training: Taiwo Stephenson

Applicants to this program can receive one of three awards: a signing bonus and scholarship to the Massachusetts Institute for New Teachers (MINT); or a scholarship to attend the MINT; or admission to the MINT. Notification of awards will be mailed on April 1, 2000. All applicants will be considered for the signing bonus. Final decisions regarding the scholarship and admission to the summer program will be made after the signing bonus recipients are selected.

Signing Bonus Recipients

In 2000, the Massachusetts Department of Education will select up to 125 individuals to teach in our public schools as part of the Massachusetts Signing Bonus Program for New Teachers. Individuals selected to be members of this program will receive a $20,000 bonus over their first four years in the classroom; special training through the Massachusetts Institute for New Teachers; assistance securing a teaching position with a participating school district; and ongoing support and professional development. In return, recipients commit to teach in Massachusetts during the four years of the bonus and commit to working to ensure an excellent education for all students.

Massachusetts Institute for New Teachers: Scholarship Recipients

As many as an additional 125 individuals will be invited to participate in the seven-week MINT beginning in July with tuition paid in full. Before entering the training, all scholarship recipients must be eligible for a provisional certificate in the content area and, upon successful completion of the MINT, will earn provisional with advanced standing certification.

Massachusetts Institute for New Teachers: Candidates

As many as 250 additional candidates will be admitted to the seven-week MINT beginning in July. Tuition for the MINT will be under $2,500, which can be paid by the candidate or a sponsoring district. Before entering the training, all candidates must be eligible for a provisional certificate in the content area, and upon successful completion of the MINT, will earn provisional with advanced standing certification.

* * * Questions ?? * * *

If you have any questions regarding the Massachusetts Signing Bonus Program for New Teachers, application materials, or the selection process, please contact:

The Massachusetts Department of Education

The Massachusetts Signing Bonus Program for New Teachers

350 Main Street, Malden, MA 02148

Tel: 781.338.3231 or **email:** jbarrios@doe.mass.edu

Application Deadline February 2, 2000

The Massachusetts Signing Bonus Program for New Teachers 2000

Introduction/History/Expansion

Massachusetts public schools are committed to hiring outstanding individuals to teach our children. Rising student enrollments, teacher retirements, class size reductions and other factors now require us to provide incentives to bring new people into the teaching profession.

The Massachusetts Signing Bonus Program for New Teachers was made possible by the commitment of Governor Paul Cellucci, Senate President Thomas Birmingham, House Speaker Thomas Finneran, and other government and educational leaders, who passed Chapter 260 of the Acts of 1998, a comprehensive plan to enhance future teaching quality throughout the Commonwealth. This program is designed to recruit outstanding individuals, who might not otherwise have considered teaching, to teach in our public schools.

(l-r) Speaker of the House Thomas Finneran, President of the Senate Thomas Birmingham, Commissioner of Education David Driscoll, and Governor Paul Cellucci introduced the "12 to 62" Plan.

In 1998, in the first year, over 800 people from 36 states and 4 countries, applied for the Massachusetts Signing Bonus Program for New Teachers. Outstanding recent college graduates and college seniors, who were aggressively recruited by top-paying corporations, chose instead to pursue this opportunity. Other applicants came from all walks of life – lawyers, retired military personnel, homemakers, businesspeople, and engineers. Many were leaders in their profession or in their communities. Almost all had no formal training in education, but all wanted to become public school teachers. The Signing Bonus Program, which could only accept 60 candidates, was the opportunity of a lifetime.

Because there was such an overwhelming response to the Signing Bonus Program, the Massachusetts Department of Education is expanding the opportunity for recent college graduates and mid-career professionals to enter the field of teaching.

Securing a Job & On-Going Support

The local school district will hire recipients, pay them the beginning teacher salary of the local district, and provide a new teacher orientation. Additionally, the schools will support the recipients through a mentoring program in which an experienced teacher at the school site provides guidance and feedback to the new teacher on his or her effort to ensure student learning.

The Department of Education will work with all bonus recipients who request assistance to secure a full-time teaching position for the fall. Local school districts interview and hire the bonus recipients based on their anticipated staffing needs throughout the spring and summer. The Department of Education is not the hiring agency and can make no guarantees of specific placement by district, grade level, or subject area. However, the Department is committed to working with all the bonus recipients to secure full-time teaching positions before the start of the school year.

The Bonus

All recipients receive a $20,000 bonus over their first four years in the classroom. Recipients will receive

$8,000 the first year and $4,000 each of the subsequent three years. The first $4,000 installment of the bonus will be distributed in July, during the summer training session. Each year, the bonus will be paid in full by October 1, provided the candidate is employed as a teacher in good standing by a Massachusetts public school.

Certification/Teacher Test

Upon acceptance into the program, all candidates must formally apply for certification in the content area (i.e. Mathematics, Spanish, Biology, etc.), a requirement for all public school teachers in Massachusetts. At a minimum, candidates must meet the requirements for provisional certification. Generally, most applicants qualify for provisional certification with an undergraduate degree in the content area and successful completion of the two-part Massachusetts Educator Certification Test. In some cases, mid-career candidates may be able to meet the content area requirement based on professional work experience, rather than formal coursework. The application fee for provisional certification is $100. Applications for certification will be mailed to all finalists.

We encourage applicants to take the two-part Massachusetts Educator Certification Test prior to the February 2 deadline - the regularly scheduled test date is January 8th. Please contact National Evaluation Systems at 413.256.0444 to register.

A special test date has been arranged for program finalists scheduled for March 11. Registration information will be included in a finalist packet. Please refer questions for the March 11 test date to the Massachusetts Signing Bonus Program for New Teachers staff at 781.338.3231.

LEGISLATION

Excerpt from Chapter 260 of the Acts of 1998

SECTION 4. Chapter 15A of the General Laws, as so appearing, is hereby amended by inserting after section 19A the following three sections:

Section 19B. There shall be an incoming teacher signing bonus program to be administered by the department of education for the purpose of encouraging the best and brightest candidates to teach in the public schools. The goal of such program shall be to encourage high achieving candidates to enter the profession who would otherwise not consider a career in teaching. Funding for such program shall be subject to the provisions of section 35S of chapter 10.

The board of education shall promulgate regulations where necessary, for the effective implementation of such program. Such regulations shall include the following provisions:

(1) On an annual basis, the department of education shall select the best and brightest teaching prospects based on objective measures such as test scores, grade point average or class rank and such other criteria as the department may determine. The department shall establish a system for receiving a limited number of recommendations for outstanding candidates for such bonuses from institutions of higher education across the nation. In selecting bonus recipients, the department shall consider such recommendations.

(2) In a given year, the department may target awards to attract teachers for those subject matter areas most needed in the commonwealth; provided, however, that such subject matter areas shall be included in the core subjects as described in section I(d) or chapter 69.

(3) In a given year, the department shall award bonuses only to those deserving candidates rather than providing a set number of bonuses.

(4) Recipients shall receive a $20,000 signing bonus over at least three years with at least $8,000 distributed in the first year of the bonus.

(5) Such recipients shall be eligible for each year's bonus payment only if they are certified to teach in the Commonwealth and are employed as a teacher by a public school in the commonwealth.

(6) The department shall select and notify bonus recipients by April 1 of each year. Eligible recipients shall receive their annual bonus payments by the subsequent October 1 of each year.

(7) The name of an individual recipient of such bonus shall remain confidential unless recipient waives such confidentiality in writing.

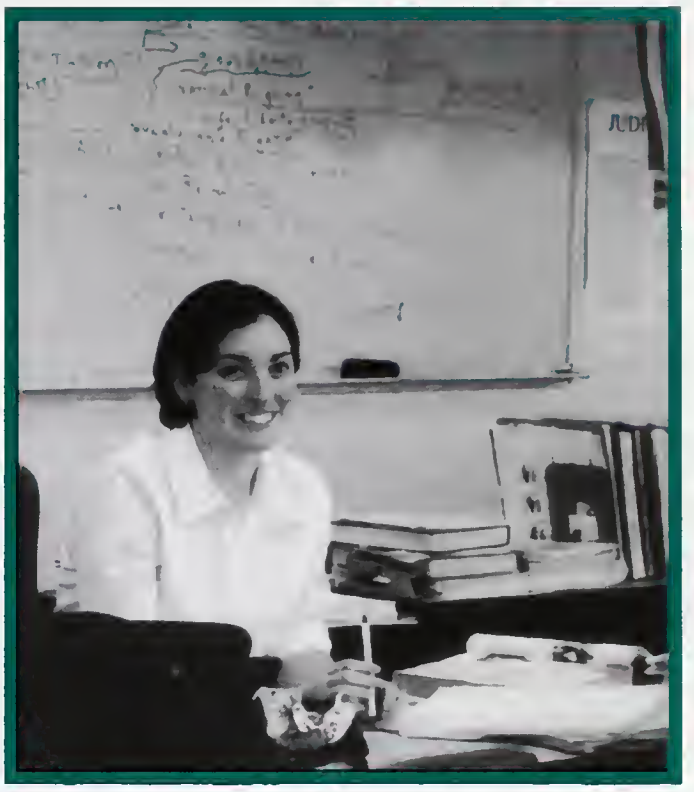
(8) The department shall aggressively market the existence of the program to encourage the best and brightest candidates in the nation to come to the commonwealth to teach. Such marketing shall focus on candidates who would otherwise not consider a career in teaching.

(9) The program shall set forth an outreach plan to attract underrepresented populations to the teaching profession.

Application Instructions

Eligibility

All applicants must meet the eligibility requirements. An applicant may be eligible as a college senior, as a recent college graduate, or as a mid-career professional. **Additionally, all candidates must pass the two-part Massachusetts Educator Certification Test prior to April 1.**



Sara DeMeo, Bonus Recipient 1999

Eligibility requirements for the Massachusetts Signing Bonus Program for New Teachers were established by Chapter 260 of the Acts of 1998 and are regulated by the State Board of Education. Following are the teacher eligibility requirements in effect for the 1999-00 program year.

College Seniors and Recent College Graduates

Recent graduates of, or current seniors in, accredited undergraduate institutions are eligible to apply for the Massachusetts Signing Bonus Program for New Teachers so long as they demonstrate outstanding academic achievement by meeting at least one of the following criteria:

a. ranking in the top ten percent of the candidate's graduating class;

b. minimum of 3.5 grade point average in the major area of study as designated by the college or university the candidate attended;

c. minimum of 3.5 grade point average overall from the college or university the candidate attended;

d. ranking in the top tenth percentile overall on a nationally recognized examination designated by the Commissioner including, but not limited to, the GRE, MCAT and LSAT; or

e. nomination made or endorsed by the dean of the candidate's institution of higher education as a high achiever with exemplary character and potential for success as a public school teacher. Institutions of higher education may submit up to two nominations each year.

Betsy Scharlack and Warren Hynes, Mid-Career High School Teachers

Mid-Career Professionals:

If a candidate graduated from college five or more years before applying for the program, the candidate is eligible for selection based on the candidate's experience and character as demonstrated by the application.

Timetable

Applications for the Massachusetts Signing Bonus Program for New Teachers are due by February 2.

1) February 2: Application Deadline
2) January 8 or March 11: Teacher Tests
3) March 6-17: Finalists Interview Session
4) April 11: Final Notification
5) July 1: MINT Begins

Name: _____
Last *First*

SS#: _____

Reapply? Yes [ ] No [ ]

Application for The Massachusetts Signing Bonus Program for New Teachers 2000

Type or print all parts of this application using the forms provided. Additional materials will be accepted *only* where indicated. Your last name, first name, and social security number should be printed clearly at the top of each attachment.

Personal Information

If you have only one address, please list it as both your current and permanent address. All communication regarding your application will be sent to the address you indicate.

Name [ ] Mr. [ ] Ms._____
Last First M.I.

Citizenship [ ] U.S. [ ] National [ ] Permanent Resident U.S. Social Security #_____

Date of Birth_____ Gender [ ] Male [ ] Female Race/Ethnicity _____
Month/Day/Year (optional)

Current Mailing Address *(valid until / / 00)* _____
Month/Day Number and Street/Apt. No.

_____ _____ _____
City State Zip Code

Current Home Phone _____ Current Alternate Phone_____
Area code/ Number Area Code/Number

Permanent Mailing Address *(where you can be contacted at any time)*_____
Number and Street/Apt. No.

_____ _____ _____
City State Zip Code

Permanent Home Phone _____ Permanent Alternate Phone _____
Area code/ Number Area Code/Number

E-Mail Address *(valid until / / 00)* _____
Month/Day

Profession: _____ # Yrs. _____

Certification and Preferred Teaching Area

Area or city in Massachusetts in which you wish to teach? _____ No preference (√) [ ]

Are you already certified? [ ] Yes [ ] No Content Area _____

Have you already taken the Massachusetts Educators Certification Test? [ ] Yes [ ] No
Content Area _____

Would you be interested in teaching Special Education? [ ] Yes [ ] No

Academic Record

List all colleges and universities attended in reverse chronological order. This should include only those institutions from which academic credit was applied to your undergraduate or graduate degree, including study abroad programs, summer coursework, evening classes, co-op programs, professional schools, etc. Note: Please enclose a transcript for each undergraduate college or university listed.

Institution & Location	**Dates** (mo/yr) **Attended**	**Major**	**Degree & Date Awarded/Expected**	**Full-time/ Part-time**	**GPA in Major/GPA Overall** (on a 4.00 scale)

Name: _____
Last *First*
SS#: _____

Coursework Update

If you are currently enrolled in an academic program, please list all of the courses you are taking or will take during the 1999-2000 school year that do not appear on your current transcript.

Semester	Department	Course No.	Course Title	Credit-Hours	Anticipated Grade (on a 4.00 scale)

Honors/Awards

Please list any significant honors, awards, scholarships, or other types of recognition (academic or nonacademic) you have received since graduating from high school. Include dates received and a brief description of each award or honor. You may attach additional sheets if necessary.

Distinction	Date Received (Mo/Yr)	Description and Basis for Selection

Foreign Language Skills

Please list all the languages you speak other than English, the number of years you have spent studying and/or speaking each language and your level of proficiency (beginning, intermediate, advanced, or fluent).

Language	No. Years Studied	Level of Proficiency

Activities and Work

This section is an opportunity for you to provide us with a complete picture of your most significant extracurricular and professional accomplishments. Please submit the two sections with your name at the top of each page. You may include a traditional resume, but you must also complete this section in the manner described below.

Activities

In reverse chronological order, please list the most significant extracurricular and community activities and professional affiliations in which you have been most actively involved. You may also include other activities in or out of school that you consider relevant, or to which you have devoted a significant amount of time (e.g. parenting, travel, personal hobbies). For each item, describe the nature of your involvement and/or responsibilities, and list what you view to have been your greatest accomplishment in each.

Work Experience

In reverse chronological order, please list your positions of employment. You should include self-employment, internships, part-time jobs and other paid positions. Describe your responsibilities for each position and list what you view to have been your greatest accomplishment in each.

Letter of Intent

Please complete the following letter of intent, which will allow you to provide us with the information not captured elsewhere in the application. We will use the letter of intent to evaluate your writing and critical thinking skills and to learn more about your personal qualities that will enable you to be a successful teacher. Your letter of intent should not exceed 500 words.

Write a letter to the selection committee explaining how your experience demonstrates your potential to be a successful public school teacher.

Letters of Recommendation

Please submit 4 letters of recommendation from individuals of your choosing who can support your candidacy.

Name: _____
Last *First*
SS#: _____

Additional Required Information

Please check (√) yes or no on the following questions.

- Have you ever been convicted of, or is any charge now pending or expected to be brought against you for, any crime other than a minor traffic violation? [ ] Yes [ ] No
- Have you ever at any college or university been in other than good standing because of academic deficiencies, been censured for misconduct, or been the subject of disciplinary proceedings? [ ] Yes [ ] No
- Have you ever been dismissed for cause (i.e., for misconduct) by an employer? [ ] Yes [ ] No
- Have you ever been subject to discipline by a professional organization? [ ] Yes [ ] No

If the answer to any of the above questions is yes, please explain fully in an attached statement.

Eligibility

- Have you met the eligibility criteria specified in this application? [ ] Yes [ ] No
- How are you eligible to apply? _____

_____

_____

Signature and Release

I hereby certify that the information supplied on this application form and in any related materials is my own work, and is accurate and complete to the best of my knowledge. I understand that misrepresenting or withholding information is grounds for the denial or revocation of participation in the Massachusetts Signing Bonus Program for New Teachers. I shall promptly inform the selection committee if there is any change in any of the facts given.

I understand that any materials submitted to the Department of Education in connection with this application become the sole property of the Department of Education and will not be returned. I authorize the Department of Education to release my application to district personnel for placement purposes. I understand that the Department of Education reserves the right to publish information about applicants and recipients to the extent permitted by law, including aggregate data taken from the applications submitted to the Massachusetts Signing Bonus Program for New Teachers.

Signature : _____ **Date :** _____
Month/Day/Year

Selection Process and Timeline

The selection committee will carefully review all applications and invite the most promising candidates to interview. We will begin inviting candidates to interview beginning the week of March 6. ***Applications will be reviewed based on the following criteria:***

- Academic performance and the rigor of the applicant's program of study;
- Leadership, as demonstrated by the candidate's experiences and level of responsibility;
- Logical thinking and clear written expression, as demonstrated through the letter of intent; and
- Exemplary character and potential for success as a public school teacher, as demonstrated through four letters of reference.

Applicants selected for interviews will participate in the following stages of the interview process:

Applicants participate in a sample teaching session in which up to 12 applicants come together in a simulated classroom situation. Each applicant will teach a brief lesson appropriate for one grade level while the other applicants act as students. The lesson should be prepared before the sample teaching session. An effective lesson has a clear learning objective tied directly to the Massachusetts Curriculum Frameworks, engages the class, is well organized and well presented, and succeeds in getting the class to attain the learning objective.

Personal Interview

Each applicant will participate in an individual interview with a member of the selection committee to further explore the applicant's qualifications and debrief the sample teaching session.

Applicants will be notified of their status with the Massachusetts Signing Bonus Program for New Teachers on April 1st. All awards must be accepted or declined within two weeks.

Application Deadline February 2, 2000

Massachusetts Department of Education

"We help children learn."

Letters of Recommendation, Transcripts,
Signatures & the Release Form
can be mailed to

The Massachusetts Signing Bonus Program for New Teachers

The Massachusetts Department of Education,
350 Main Street, Malden, MA 02148

Application Checklist (√)

Before forwarding your application materials, please make sure all parts of your application are included. Each page must have your full name at the top.

[ ] **Personal Information Sheet**

[ ] **Activities and Work Section**

[ ] **Letter of Intent**

[ ] **Signature & Release**

[ ] **Transcripts**

[ ] One transcript from each college or university attended from which you received undergraduate academic credit, including summer coursework, study abroad programs, co-op programs, etc.

[ ] **List the names of your four recommenders. Recommendations should be enclosed, or mailed directly to the Department of Education.**

[ ] _____

[ ] _____

[ ] _____

[ ] _____

[ ] **I have registered, or will register, for the January 8 or March 11 Massachusetts Teacher Test.**

* * * Questions ?? * * *

If you have any questions regarding the Massachusetts Signing Bonus Program for New Teachers, application materials, or the selection process, please contact:

The Massachusetts Department of Education
The Massachusetts Signing Bonus Program for New Teachers
350 Main Street, Malden, MA 02148
Tel: 781.338.3231 or **email:** jbarrios@doe.mass.edu

LYNN BOSTON

Graphic Designer